

# COMMANDING GENERAL'S EQUAL OPPORTUNITY POLICY STATEMENT



My policy on Equal Opportunity is clear: I am committed to leading an organization free from discrimination and sexual harassment. Members of this command will be treated with dignity and afforded equal opportunity to reach their full potential without regard to race, color, religion, gender, age, or national origin.

Our success in both garrison and combat is dependent upon a diverse workforce, trust in the organization, unit cohesion and the expectation of being combat ready at all times.

Equal opportunity and diversity of force allows us to capitalize on the variety of thoughts and talents that every member brings to the team and ultimately ensures mission accomplishment.

Discrimination and sexual harassment limit the flexibility and strength required to meet today's global challenges, violates trust, erodes morale and unit cohesion and detracts from mission readiness. No form of discrimination or sexual harassment will be tolerated. Every member of this command will be evaluated on individual merit, fitness and capability. Anyone who participates in or condones any form of discrimination or sexual harassment is in violation of MCO P5354.1D w/Ch1 and will be subject to disciplinary action.

If a member of this command has a complaint, the member's issue will be handled swiftly and with due diligence. Marines, Sailors and civilians must utilize their chain of command to resolve issues at the lowest level or utilize the Informal Resolution System (Direct Approach, Informal Third Party, and Training Information Resources). Members of the II Marine Expeditionary Force also have the option of filing a formal complaint. The preferred method for filling a formal complaint is Request Mast. Any member that takes reprisal action against anyone making a complaint may be disciplined under the Uniform Code of Military Justice. Similarly, anyone who knowingly makes false allegations of discrimination or sexual harassment may be subject to administrative and disciplinary action. Assistance is available through local Equal Opportunity Representatives, Counselors, and the II MEF Command Inspector General. The Equal Opportunity Advisor for II MEF is always available to assist you, and can be reached at 910-451-1262 or 910-467-1980.

A handwritten signature in black ink, appearing to read "R. C. Fox". The signature is fluid and cursive, with the first letters of the first and last names being capitalized and prominent.

R. C. FOX

MAJOR GENERAL, COMMANDING GENERAL  
II MARINE EXPEDITIONARY FORCE